



Cornell University  
ILR School

Cornell University ILR School  
**DigitalCommons@ILR**

---

Retail and Education Collective Bargaining  
Agreements - U.S. Department of Labor

Collective Bargaining Agreements

---

5-1-1941

## Retail Clerks International Protective Association, Local 108 (1941)

Follow this and additional works at: <https://digitalcommons.ilr.cornell.edu/blscontracts2>

Thank you for downloading an article from DigitalCommons@ILR.

**Support this valuable resource today!**

---

This Article is brought to you for free and open access by the Collective Bargaining Agreements at DigitalCommons@ILR. It has been accepted for inclusion in Retail and Education Collective Bargaining Agreements - U.S. Department of Labor by an authorized administrator of DigitalCommons@ILR. For more information, please contact [catherwood-dig@cornell.edu](mailto:catherwood-dig@cornell.edu).

If you have a disability and are having trouble accessing information on this website or need materials in an alternate format, contact [web-accessibility@cornell.edu](mailto:web-accessibility@cornell.edu) for assistance.

---

## Retail Clerks International Protective Association, Local 108 (1941)

Location

Dumright, OK

Effective Date

5-1-1941

Expiration Date

5-1-1942

Number of Workers

65

Union

Retail Clerks International Protective Association

Union Local

108

NAICS

44

Sector

Private

Item ID

6178-009b132f007\_02

**Keywords**

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

**Comments**

This digital collection is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial, educational use, only.

# Agreement

R. C. I. P. A. Local 108, Drumright, Oklahoma

Dated this \_\_\_\_\_ 19\_\_\_\_

This agreement made by and between the Retail Clerks International Protective Association, by its Agents, Local 108, Drumright, Okla., party of the first part, and \_\_\_\_\_

merchant doing business in Drumright and within the jurisdiction of Local 108 R. C. I. P. A., party of the second part.

WITNESSETH: That the party of the first part in consideration of the mutual promises of the parties to the contract, promises and agrees:

A. That it will exercise its influence to advance the interests of the party of the second part as employers of Union Labor.

B. That it will loan to the party of the second part Store Card No. \_\_\_\_\_ and that party of second part be responsible to the amount of One (\$1.00) Dollar for said Card in case it is damaged or lost. This Card is and shall remain the property of the party of the first part and must be surrendered by the party of the second part upon the violation of this agreement, upon demand of party of first part by its Secretary or Representative.

THE PARTY of the second part agrees:

1. To retain in his employ only members of the Union. New employes shall be recorded as on trial for a period of one (1) month; after which they shall be considered regular employes of the employer.

2. (a) There shall be no discrimination against any member for union activities.

2. (b) Employers agree to let absolute seniority rule as to reducing of forces, and rehiring clerks.

2. (c) Any member desiring to leave the employment of the employer must give him two (2) weeks' notice. When the services of the employee is no longer needed, the employer shall give him two (2) weeks' notice or two (2) weeks' pay. This does not apply to employes charged with misconduct.

3. The employer shall have the right to arrange the working hours (consecutively) except, one hour shall be given for each meal for each employee, these hours to comply with the contract.

4. The employer agrees to grant to all employes who have been in his employ for a period of one (1) year or more before Feb. 1st each year, or who completes one (1) year during the term of this agreement, one (1) week's vacation with full pay. No employee who has customarily received a longer vacation period shall have such period reduced. That the employer will continue to grant to each employee such periodical bonuses, as is the custom, and will keep in effect insurance policies, and benefits for the employes according to the custom.

5. That the operating store hours for Hardware, Furniture, Clothing and Department Stores shall be, week days, open 8 a. m., close 6 p. m. Open 8 a. m., close 9 p. m. on Saturdays. Grocery Stores shall open 7:30 a. m., close 6 p. m. week days, open 7:30 a. m., close 9 p. m. on Saturday.

During the period between Sept. 15 to March 15 grocery stores will open at 8 a. m.

6. (a) All Union Stores (except Drug Stores) will close all day on Sunday, and the following legal holidays: New Year's Day, Memorial Day, July 4th, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day. These days to be given without any reduction in pay, and no time is to be made up for same. Any holidays falling on Sunday the following Monday to be observed.

6. (b) Drug Stores and Confectionaries shall observe same holidays as other stores except closing hours shall be from 12:00 (noon) to 6 p. m. Open 7:30 a. m., close 10:00 p. m. week days, close 11:00 p. m. Saturday.

7. (a) Grocery Stores may remain open until 8 p. m. the night before Thanksgiving and until 9 p. m. two (2) nights before Christmas. Hardware, Furniture, Clothing, and Department Stores shall be allowed to remain open ten (10) nights before Christmas until 9 p. m.

7. (b) Union Stores shall be allowed to remain open until 8 p. m. Friday night if the following day is a legal holiday.

8. (a) Party of second part agrees to work lady clerks not more than forty-eight (48) hours consecutively per week except peak period before Christmas.

The maximum work week for male clerks shall be sixty-three (63) hours per week.

8. (b) It is further agreed a minimum wage to be: Inexperienced lady clerks, Ten (\$10.00) Dollars per week, after six months Eleven (\$11.00) Dollars, and after one year Twelve (\$12.00) Dollars. Inexperienced male clerks not less than Twelve (\$12.00) Dollars per week, after six months Thirteen and One-Half (\$13.50) Dollars, after one year not less than Fifteen (\$15.00) Dollars. This is not to reduce the wage of any clerk now employed at a higher rate. It is further agreed that all employes shall be paid at the rate of one and one-half time for all overtime and double time for Sundays and all holidays. All overtime during the ten days before Christmas shall be at the rate of double time.

9. The employer agrees to provide seats behind the counter for female clerks to be used when not waiting on customers, or otherwise unemployed.

10. Party of the first part agrees to allow Hardware, Furniture, Clothing, and Department Stores two (2) nights each year for special openings; dates to be decided by the merchants.

11. The party of the second part agrees to allow \_\_\_\_\_ a representative of the Union to examine the social security records of clerks employed, at any time requested.

12. First violation of this agreement carries a fine of Two and One-Half (\$2.50) Dollars; second violation a fine of Ten (\$10.00) Dollars; third violation a fine of Twenty-five (\$25.00) Dollars and Twenty-five (\$25.00) Dollars for each violation thereafter.

13. This Contract expires May 1-1942  
In case either party wishes to extend or terminate Contract, they shall notify the other party thirty (30) days prior to the expiration of this agreement. This agreement will be in effect until a new one is signed in case of a change by either party.

By \_\_\_\_\_ President. \_\_\_\_\_ Party Second Part.

Attested: \_\_\_\_\_ Secretary. \_\_\_\_\_ Witness: \_\_\_\_\_



Name of company or employers' association signing the agreement

Retail Clerks

The Retail Merchants

#108

(If more than one employer, please list on reverse side)

Drumright, Okla.

R14-42-71

Number of ~~companies~~ <sup>Stores</sup> covered by agreement

Forty-one (41)

X-5-1-42

Number of union members working under terms of agreement

Fifty-five (55)

Number of nonmembers working under terms of agreement

Branch of trade covered

Retail selling

Date signed May 1-1941

Date of Expiration May 1-1942

Do you wish the agreement returned? Yes ☐ No ☒ Kept confidential? Yes ☒ No ☐

Silma Krapp

(Name of person furnishing information)

Box 188 Drumright, Oklahoma

(Address)

#10417